

# DEPARTMENT OF CORRECTION

## INMATE IDENTIFICATION & EMPLOYMENT INITIATIVES



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# PRESENTERS

- ❖ Tracy Hartshorn  
Department of Correction, Counselor Supervisor
- ❖ Melanie Sparks  
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- ❖ Jazmin Molina  
Department of Correction, Offender Programs
- ❖ Liz Dupont-Diehl  
Career Resources, Community Provider

# CONNECTICUT DEPARTMENT OF CORRECTION MISSION

The Department of Correction shall protect the public, protect staff, and provide safe, secure, and humane supervision of offenders **'with opportunities that support successful community reintegration'**.

# Inmate Identification Program Components

- ❖ Birth Certificates
- ❖ Replacement Social Security Cards
- ❖ CTDOC Certified Secondary Identification
- ❖ DMV State Identification

# Birth Certificates

- ❖ ALL inmates are eligible to participate in procuring a birth certificate.
- ❖ CTDOC will pay for inmates who do not have the funds necessary to pay for a birth certificate.
- ❖ CTDOC begins working at admission with each inmate who is in need of a birth certificate. Once the application is submitted, it takes approximately 4-6 weeks for the birth certificate to be returned to the correctional facility.
- ❖ CTDOC has worked extensively with Puerto Rico to implement a standardized process for obtaining birth certificates for inmates. Given new guidelines and requirements for obtaining birth certificates from Puerto Rico, CTDOC is continuing its efforts to revise the process to adhere to the new guidelines.
- ❖ CTDOC has worked with the State of New York to waive fees for birth certificates if the individual is incarcerated.

# Replacement Social Security Cards

- ❖ Under federal guidelines, CTDOC can only assist certain inmates with procurement of social security cards. This process cannot begin until the inmate is within 9 months of release.
- ❖ There are no fees for the replacement of social security cards, but federal guidelines only allow for the issuance of 10 cards per individual per lifetime.
- ❖ CTDOC must verify the inmate's identity prior to submitting a request to SSA. This includes a staff review of each inmate's file, court documents and transcripts as well as processing the inmate's fingerprints through AFIS.

# Secondary Identification

- ❖ Used as an additional avenue of secondary identification needed to obtain DMV ID.
- ❖ In accordance with DMV and federal guidelines regarding Real ID, only certain inmates are eligible for this form of identification.
- ❖ The ID is requested by CTDOC staff and issued by CTDOC's Security Division after extensive interagency verification of the inmate's identity.
- ❖ Not to be confused with an inmate CAPI photo issued at the inmate's release by the releasing correctional facility.

# DMV Identification Procurement

- ❖ Eligible inmates may procure the following PRIOR to their release:
  - ~ *Duplicate or Renewal Drivers License*
  - ~ *Duplicate or Renewal CDL License*
  - ~ *New, Duplicate or Renewal Non-Driver ID*
- ❖ ALL applications are required to have appropriate primary and secondary forms of identification.
- ❖ To comply with the Federal Real ID Act, if the inmate is applying for any type of NEW (not duplicate or renewal) ID, a Security Division-issued Secondary ID MUST be included in the application.
- ❖ Inmates are responsible for all fees related to DMV identifications. If the inmate does not have funds available at time of obligation, CTDOC WILL pay for a Non-Driver's ID. CTDOC will NOT pay for any other IDs even if inmates lack the funds to pay themselves.

# DMV Identification Stats

- ❖ Since its inception 2 years ago, the Identification Program has provided 519 inmates with state-issued identification prior to their release.
  - ~ Non-Driver ID's: 471
  - ~ Driver's Licenses: 33
  - ~ CDL Renewals: 15
- ❖ CTDOC paid for 65% of the 519 ID's issued.

# Identification Storage

- ❖ All identification is sent directly to a CTDOC facility, and stored in an individual file in the inmate's property until the inmate releases.
- ❖ CTDOC staff is required to distribute an inmate's identification at the time of his/her release.
  - ~ Discharge from Facility: *Provided upon release.*
  - ~ Release to Supervision: *Provided upon transfer to the community.*
  - ~ Discharge from Court:
    - Attempt to contact inmate to determine residence.*
    - Forward id(s) to facility closest to the inmate's residence.*
    - Inmate must be physically present at facility to pick up id.*
  - ~ Received after Release: *Process is the same as discharge from court.*

# ID Procurement Barriers

- ❖ Federal Real ID Act: Places far more restrictions on issuance of both SS Cards and DMV Identification
- ❖ Nature of lifestyles of our inmates lends itself to utilization of aliases and false identities, which often preclude issuance of ID
- ❖ Errors on the part of other agencies (town halls, SSA, etc) require in-person interviews to correct, or take too long to sort out to be of any benefit prior to the inmate's release.
- ❖ Financial constraints on both inmates and CTDOC place constraints on issuance of ID
- ❖ All procurement processes are voluntary. Inmate may decline to participate at any time.

# OFFENDER PROGRAMS & VICTIM SERVICES MISSION STATEMENT

Offender Programs & Victim Services supports the  
DOC Mission by

- Identifying,
- Designing,
- Implementing, and
- Evaluating

evidence-based programs and services to ensure  
victim safety and offender accountability.

# EMPLOYMENT SERVICES MISSION STATEMENT

Employment Services shall develop programs that promote and support successful reintegration of offenders through:

- Pre-employment Planning
- Employer and Community Outreach
- Public Awareness.

# GOALS & OBJECTIVES

The primary goal is assist with things that will help ex-offenders obtain and sustain employment and overcoming barriers that might make it difficult for them to successfully re-enter society and assume a crime-free lifestyle.

## How we do this –

- Advocate and promote positive public perceptions around hiring formerly incarcerated people
- Foster closer collaboration with the contracted employment services in the community to create an integrated system:
  - Incarceration – Preparation – Community – Employment

# DOC JOB CENTERS

Designed to help offenders, employers and communities by:

- Effective Employment searching
- Aid to employers through employee matching
- Participate in the successful re-entry and reintegration of offenders to the community

# JOB CENTER HISTORY

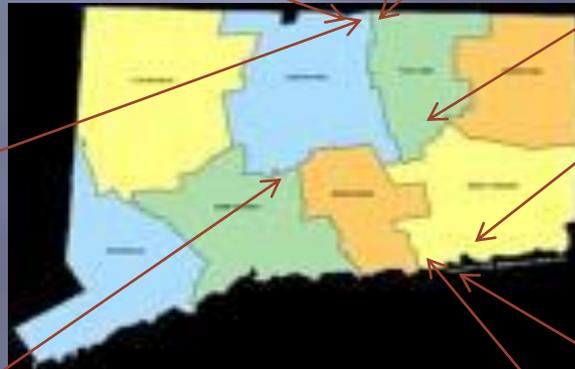
- Inception of the first Job Center at Bergin CI became possible through a Grant.
- Modeled after various aspects of employment assistance offered CTWorks One stop (BPT).
- Began with transport of eligible offenders to One-stop.

# JOB CENTERS

Osborn CI - Somers

Willard/Cybulski CI-Enfield

Bergin CI - Storrs



Corrigan-Radgowski CI  
(Opening Soon)

Robinson CI - Enfield  
(Opening Soon)

Gates CI - Niantic

MYI - Cheshire

York CI - Niantic

# BARRIERS TO EMPLOYMENT

## Lack of:

- Basic Needs
- Housing
- Transportation
- Education/Sp. Ed.
- Identification
- Work History
- Support System

## Issues with:

- Mental Health
- Substance Abuse
- Parenting/Custody
- Credibility/Ability
- Self-Image
- Societal Resistance
- Fear of Failure

# PRE-EMPLOYMENT TRAINING (PET)

- Application Do's and Don'ts
- Resumes/ Cover Letters
- Job Search Methods
- Computer Skills
- Mock Interviewing
- Answering the Big Question
- Rejection and Perseverance
- Post-Release Referrals



# HIRING INCENTIVES

- Sound Business
- Work Opportunity Tax Credit
- Federal Bonding
- Alternative Economy
- Public Safety
- “Pay it Forward” Philosophy
- Assist in Recovery Process



# JOB DEVELOPMENT

- Full-time Job Developer collaborates with Job Centers, Voc-Ed, CEC, community programs, and employers.
- Develops and maintains Employer Bank.
- Active member of various community stakeholders meetings across the state.



# DOC Job Developer

- Support contracted Non-Residential programs
- Link Correctional Enterprises with matching employers
- Create career pathways for Voc-Ed programs
- Communicate as a liaison with Job Center staff
- Develop an integrated referral system with partner agencies
- Assist in expansion of future Job Centers
- Improve and standardize PET curriculum
- Build relationships with employment community
- Elevate public awareness to needs of F.I.P.s
- Improve post-release tracking of employed ex-offenders

# Community Reentry Collaboration

- Bridgeport Reentry Collaborative
- Began meeting three years ago
- Prompted by a few providers realizing we were all facing same issues: Former offenders having trouble finding work.
- Meetings are monthly and open to all interested parties
- Resource sharing, addressing public policy concerns, discussion of op-eds and advocacy

# Initiatives

- Ban The Box Initiative
- “The Prodigal Project” video, winner of two national awards
- Two annual Second Chance Fairs in Bridgeport; First annual Employment & Resource Fair in New Haven
- Two federal companion grants (BRI/PRI)



**I DID MY TIME . . .**  
NOW ALL I WANT IS A FAIR CHANCE AT A DECENT JOB

**HIRE ME**

**JOB FAIR**  
March 18th • Housatonic Community College  
Bridgeport Reentry Collaborative • [bridgeport.reentry.collaborative@gmail.com](mailto:bridgeport.reentry.collaborative@gmail.com)

# RESULTS

- Greater knowledge of community resources and capabilities
- Vision of "no wrong door" approach to offering resources; partners representing each other at DOC orientations
- US DOL/DOJ grants and ReEntry Works, co-located with CTWorks
- Good relationships and ability to work together
- Quick and united response to grants and other opportunities
- Pocket Resource Guide, now in third printing
- Other Collaborative meetings established around the state

# REENTRY ROUNDTABLES

- Bridgeport
- New Haven
  - Employment subcommittee
- Hartford
- Waterbury
- Windham County
  - Employment subcommittee
- New London

# EXAMPLES OF COMMUNITY PARTNERSHIPS

## Career Resources, Inc. (CRI) Bridgeport

- Providing holistic workforce development services since 1995.
- Programs address the family-related need of students and workers
- Partner closely with many services agencies, i.e. local Community Action Agency/Head Start.
- Operate a Court Support Services Funded program for women using new gender specific case management model
- Programs include **ReEntry Works**, **STRIVE**, **Adult Education** for ex-offenders and other adults, **Fathers For Life**, **Maturity Works**, and the **CTWorks One Stop System** in southwestern Connecticut

# COMMUNITY PARTNERSHIPS (CONT.)

## FAMILY REENTRY SERVICES- BRIDGEPORT

- Peer mentoring
- Support for Life Skill Development
- Connection with DOL based “work crew” for community service and immediate gainful employment
- Comprehensive Case Management
- Relapse Prevention/Mental Health Services
- Continual Needs Assessment and Client support

# COMMUNITY PARTNERSHIPS (CONT.)

## CO-OP CENTER - BRIDGEPORT

- Collaborates with **ReEntry Works**
- Assistance for obtaining legal IDs, transportation, and interview attire or work clothing when they start with the work crews.
- There have been other expenses covered including DMV restoration fees (but not DMV tickets), mandatory driving classes, fees for applications, measles shots, etc.
- Services involve collaboration with primary case manager (at FRE and CWF) and a referral form is completed.

# ADDITIONAL RESOURCES

CT Department of Labor

<http://www.ctdol.state.ct.us/>

DSS Connect-Ability

<http://www.connect-ability.com/>

DMHAS Employment Services

<http://www.ct.gov/dmhas/>

For additional information on all DOC contracted community programs, please call the DOC Contracts Administration Unit at :

860 692-7758

Or visit the following website for a complete directory of contracted residential and nonresidential programs:

<http://www.ct.gov/doc/lib/doc/pdf/contractedcommprogdirectory.pdf>

Thank you!